

STIRLING 
WARRINGTON

MAINTENANCE ENGINEER SALARIES

WEST MIDLANDS

OCTOBER 2023 - MARCH 2024

SPECIALISTS IN RECRUITING SPECIALISTS



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01

OVERVIEW OF THE REGION

The averages for the area



We reviewed **318** Maintenance Engineer job adverts in the West Midlands .

Here are 3 key facts about salaries in the West Midlands:

01 The overall average increased by **2.8%**

02 The shift average decreased by **3.2%**

03 Day shift average increased by **4.9%**

Needs to increase more! Businesses are spending on contractors at the moment because they don't have enough full-time workers - costing more money and time. Would make more sense to just offer a higher salary to get on skilled full time engineers.

Next, we'll talk about the shifts available to engineers in this region. And how the shift pattern affects the salary they're likely to earn in a role.

 **£43,286** *Shift Average*


£41,857
Region Average
(including all shifts)

£39,150 *Days Average*



VARIATION OF SALARIES

Electrical Bias

£28,000

Minimum Salary

Mon-Fri Days

Surprisingly, both ends of the range were after an electrically-biased engineer. And both shift patterns were Mon-Fri Days.

This really confuses things as you often find that Mon-Fri Days roles pay towards the bottom of the pile.

So for it to be the shift of the top-paying job in the region over the past 6 months is shocking.

Electrical Bias

£63,550

Maximum Salary

Mon-Fri Days

RANGE

60.7%

OF JOB ADVERTS IN THE EAST MIDLANDS GAVE A SALARY RANGE. NEARLY 18% DECREASE FROM LAST TIME.

! Wouldn't recommend it. But some companies have salary grading so depends on the experience of the candidate to what salary they'll be offered. !

£26,000

WAS THE LOWEST SALARY IN THE REGION WHEN PRESENTED IN A RANGE. £4,000 MORE THAN THE MIN. LAST TIME.

£64,600

WAS THE HIGHEST SALARY IN THE REGION WHEN PRESENTED IN A RANGE. WHICH IS NEARLY £10K MORE THAN THE MAX. LAST TIME.

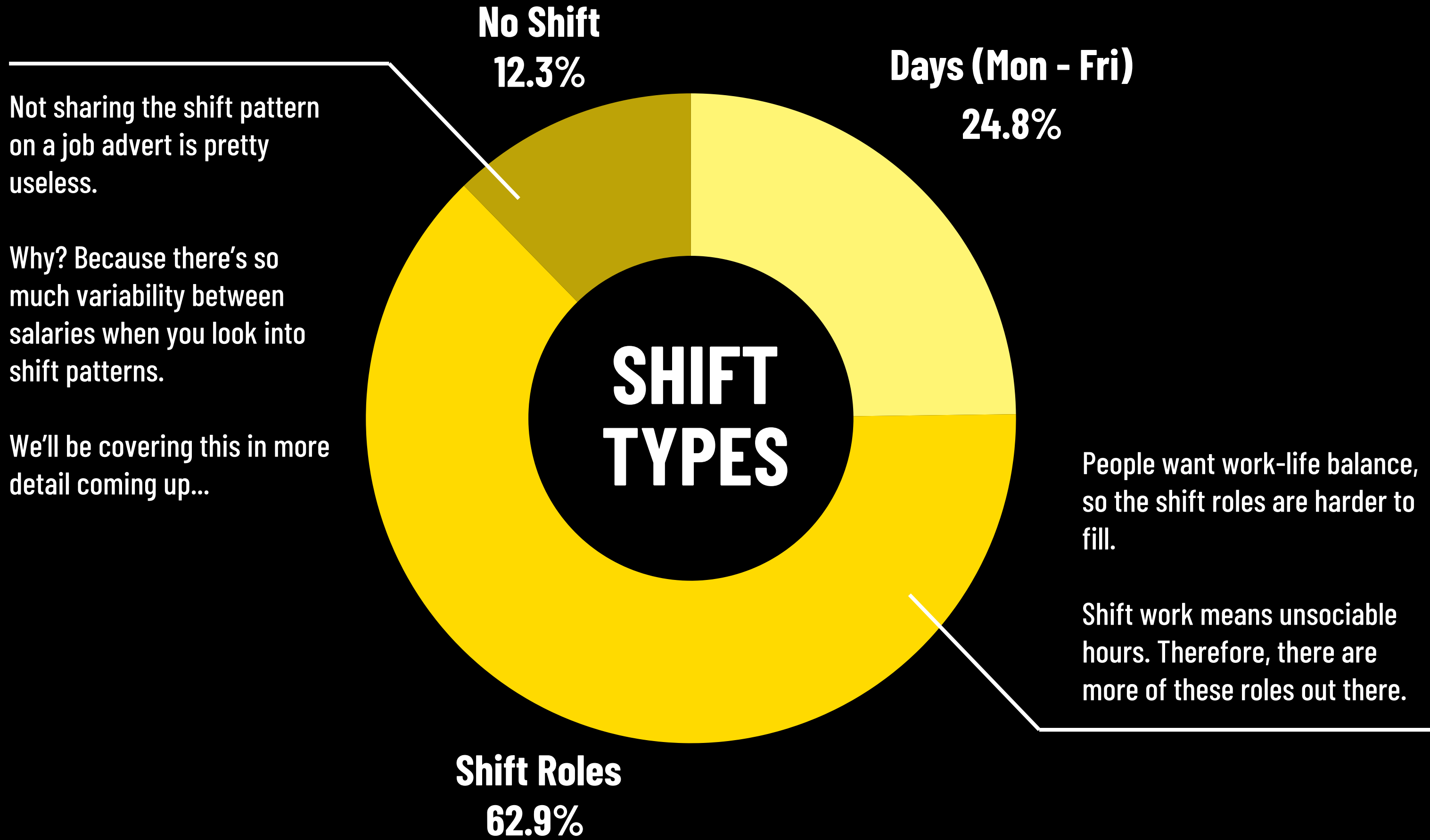
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02

SHIFTS

Demand and earning potential





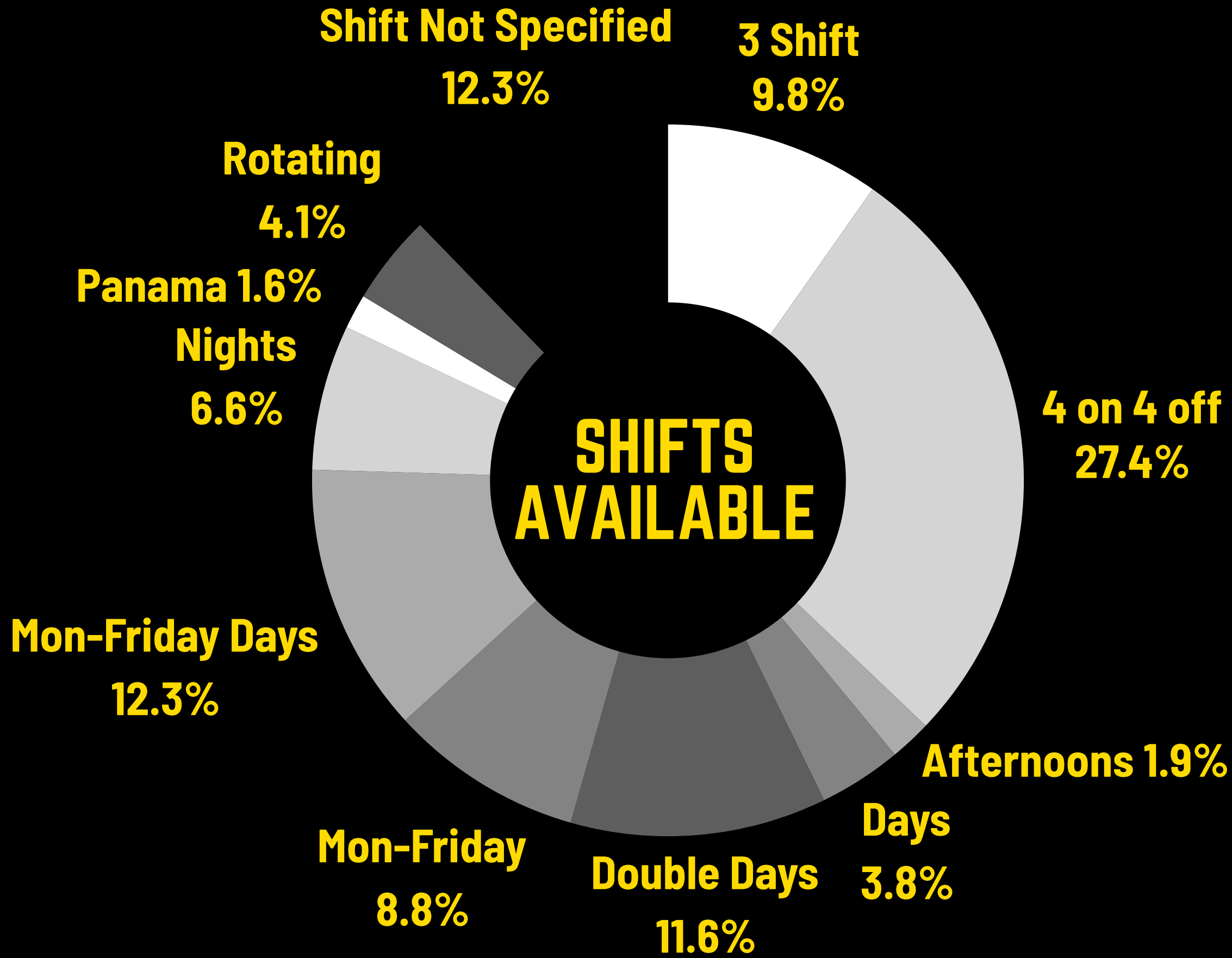
Not sharing the shift pattern on a job advert is pretty useless.

Why? Because there's so much variability between salaries when you look into shift patterns.

We'll be covering this in more detail coming up...

People want work-life balance, so the shift roles are harder to fill.

Shift work means unsociable hours. Therefore, there are more of these roles out there.



SHIFT BREAKDOWN

10 shifts available in the West Mids

Most demanded = 4-on-4-off

This is a good reflection of the market I think. It is a very popular shift at the minute.

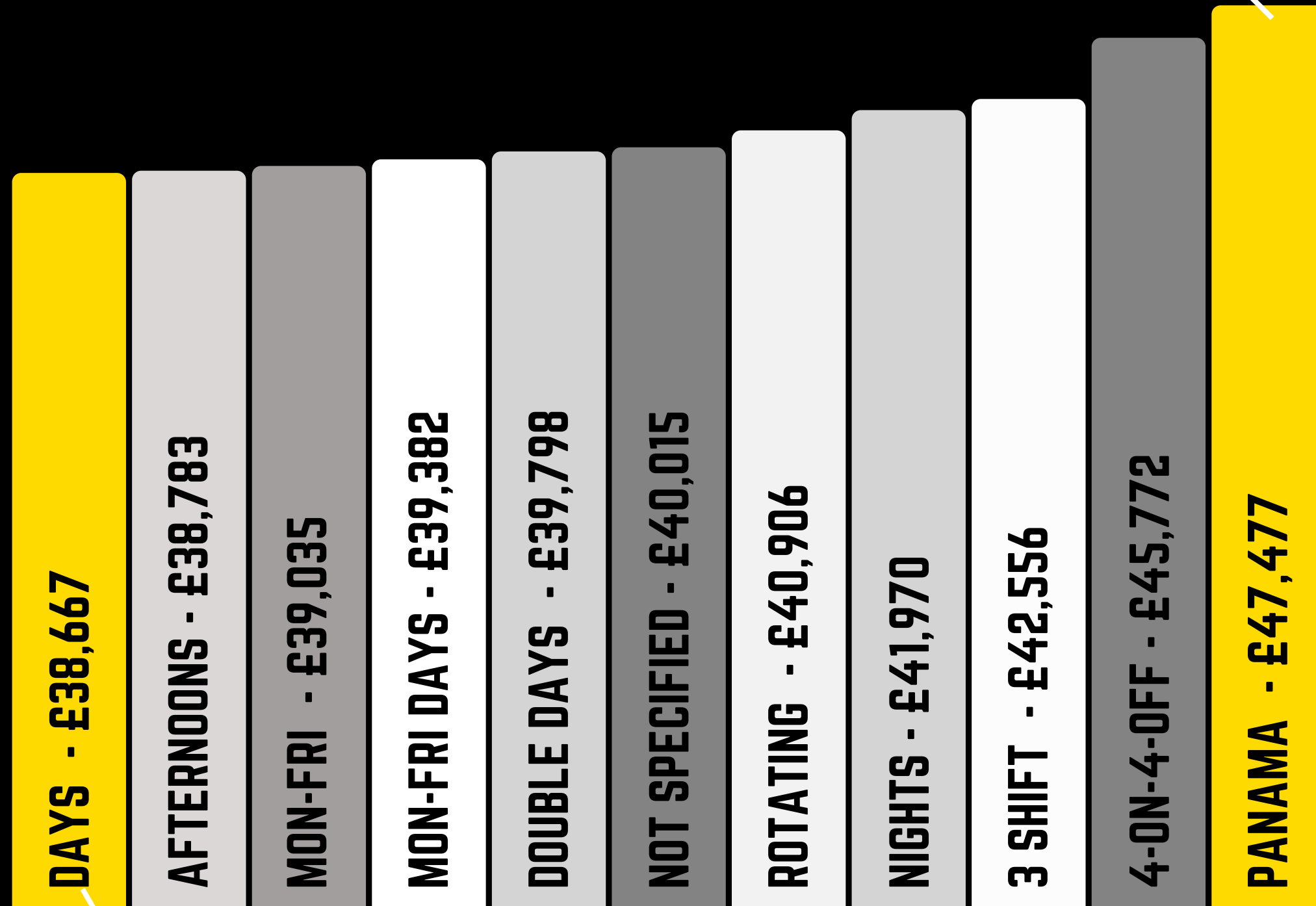
Least demanded = Afternoons and Panama

Just over 12% of job adverts didn't specify the shift pattern of the role.

Don't understand why this is a thing. 'Competitive salary' shouldn't be allowed. You're just wasting your time and money. Red flag because your engineers on site are all being paid less or different amounts.

PANAMA SHIFTS

Cover less desirable hours, which leads to increased compensation. Often a shift that bigger companies offer - so the money comes with that.



DAY SHIFTS

You often find this shift has the least earning potential. However, there's no guarantee this is Monday- Friday. Could be weekend work included in the avg.

AVERAGE PAY FOR EACH SHIFT?

Lowest paying on average = Days (£38,667)

This isn't great. I expect Days to be £40-45k. Want to see this increasing over the next few months!

Highest paying on average = Panama (£47,477)

Doesn't surprise me. Get every other weekend off. It's a less common shift type, but the companies that do this shift pattern are usually bigger.

Interestingly, the least demanded shifts sit at both extremes of the salary range.

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SKILLSET BIAS

Demand and earning potential



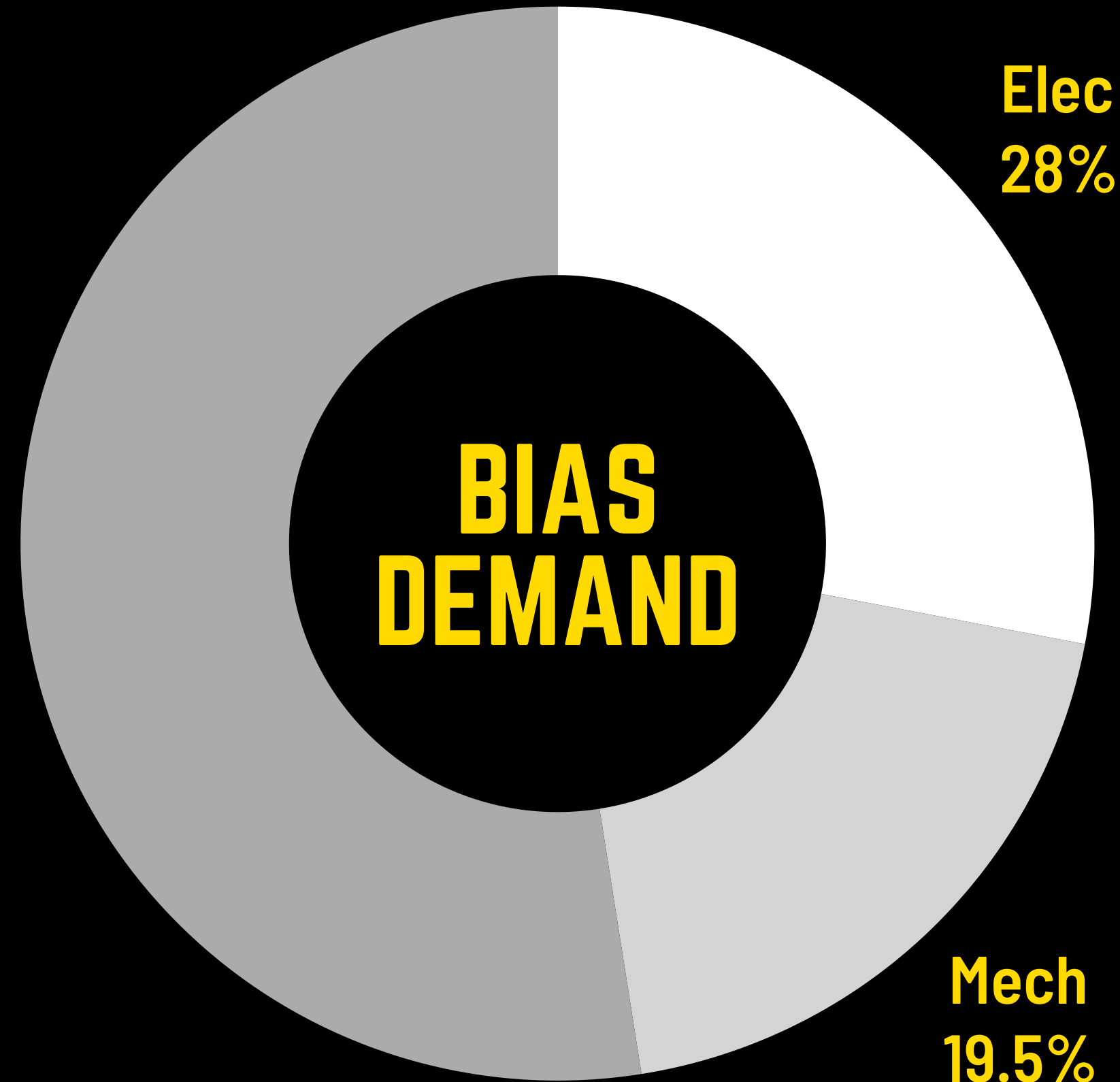
DISTRIBUTION OF BIASES

Here is the breakdown of the bias demand we saw in the **West Midlands**. We've seen a clear majority for **Multi-Skilled** Engineers.

This does reflect what I'm seeing in the market at the minute.

A greater proportion of Elec roles compared to Mech roles is expected. Generally, their skillset is more adaptable to the requirements of the other biases.

Multi Skilled
52.5%



SALARY BIASES

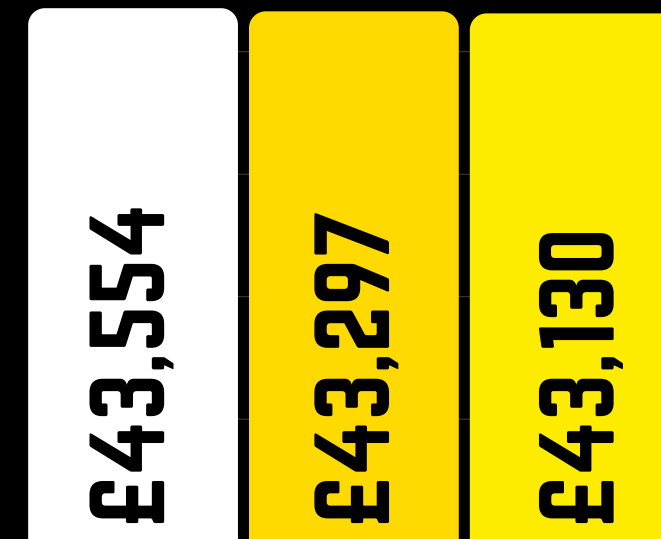


OVERALL

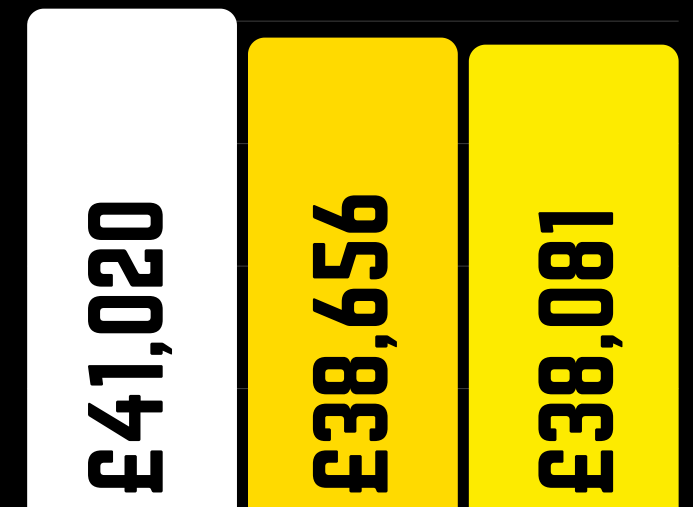
- ELEC
- MECH
- MULTI

! What we're seeing is Elec and Mech getting paid similarly at the moment.

! Bias isn't necessarily reflective of worth - depends on where/what industry they've served time.



SHIFTS



DAYS

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04

4 ON 4 OFF / CONTINENTAL

A deeper exploration of this popular shift



4-ON-4-OFF

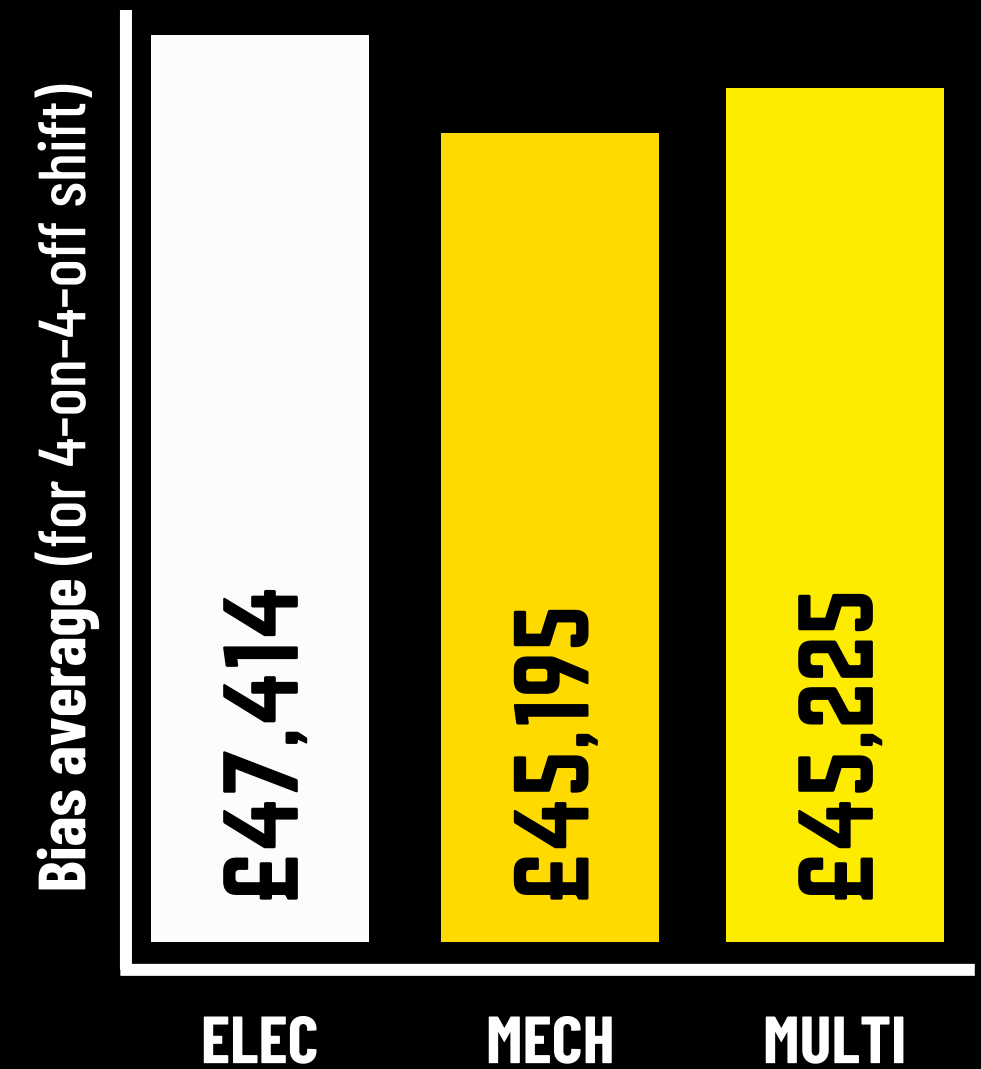


This average is a good reflection of the market. But if you want good people, you need to pay more.

It's not necessarily competitive if you're paying what others pay. Need to do more to entice people to leave their current place and move to your business.

Top engineers won't move for a couple of grand - that's the reality.

The most popular shift type with
OVER 27%
of job adverts in the West Mids hiring
for this pattern.



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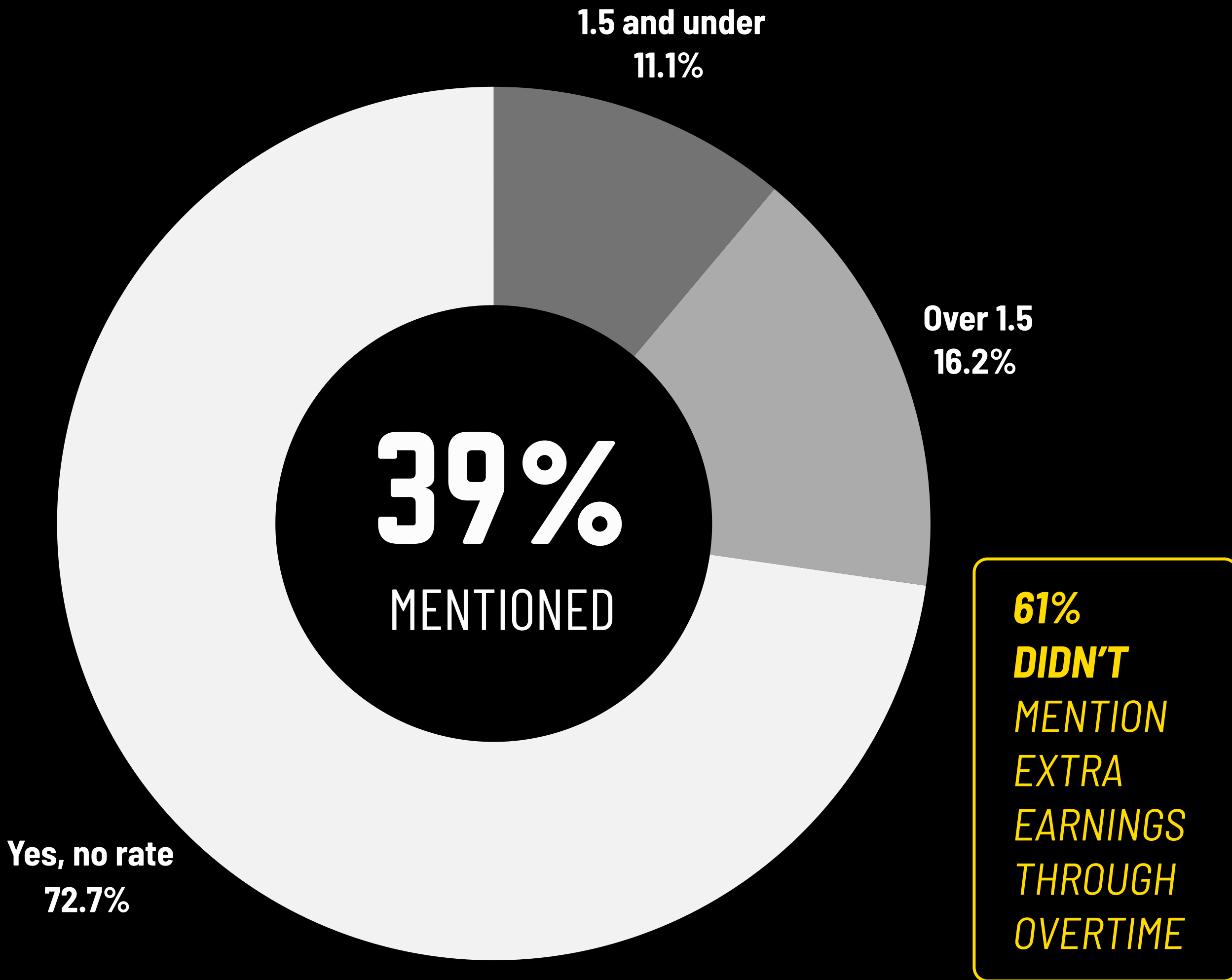
05

EXTRAS

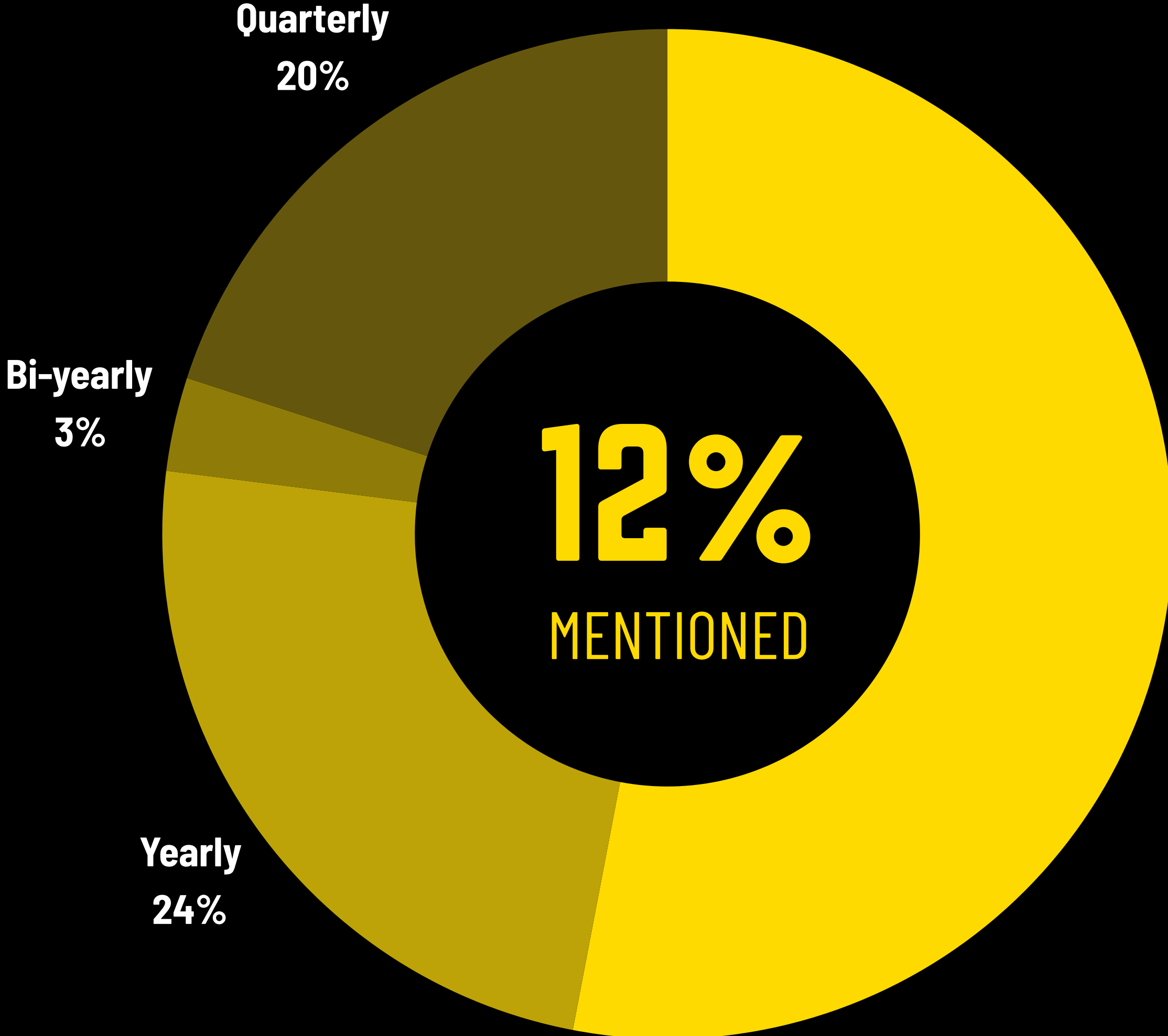
Additional package information



OVERTIME



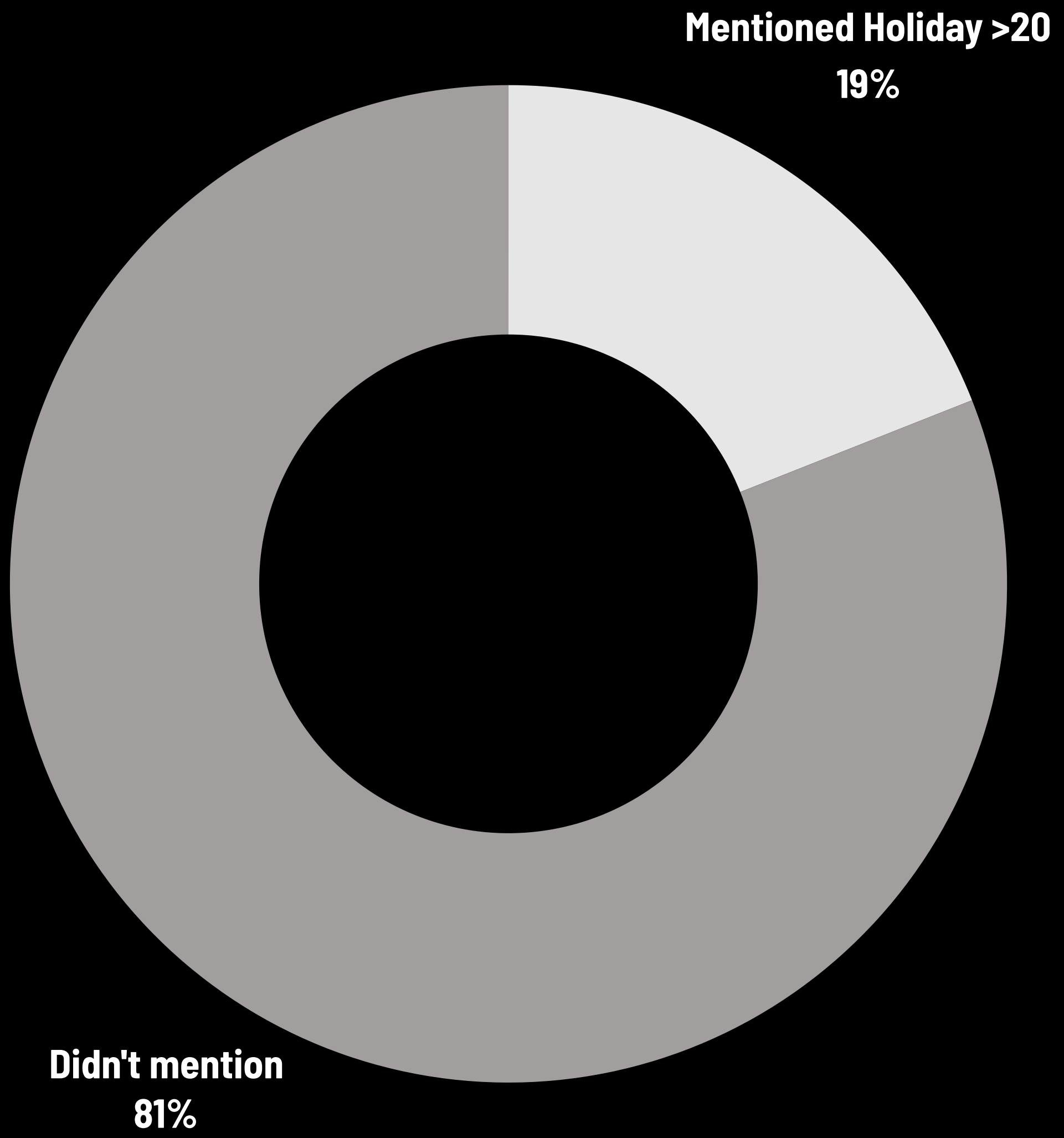
BONUS



88% DIDN'T MENTION ANYTHING ABOUT BONUS SCHEMES

Yes, no details 53%

HOLIDAYS



THIS INCLUDES ROLES OFFERING AN ENHANCED HOLIDAY PACKAGE.

SO, OVER THE MINIMUM 22 DAYS

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SUMMARY

Key takeaways and next steps



SUMMARY

WEST MIDLANDS

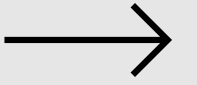
The increases aren't anywhere near where I expected. But at least there has been some increase in salaries around Birmingham.

I expect to see salaries RISE over the next 6 months. And if you're paying close to these salaries (or maybe £5k more than these averages) then you're still going to struggle.

I've said it before and I'll say it again. **Good engineers won't move for a £2,000 or £3,000 pay rise**, they want (and need really) more.

If you're struggling to hire and want some expert advice - with no fees attached - then contact me today on 07498 591 001

WHO DID THE RESEARCH?



JONNY GARDNER

Engineering Recruitment Manager

Jonny headed up insights. Providing invaluable specialist knowledge into what is going on in the industry.



NIAMH THOMPSON

Marketing Assistant



CHLOE SCARANO

Marketing Executive

Niamh collected over 900 adverts from job boards over Q4 and Q1. Chloe helped to analyse and display the data. They then turned it into useful graphics/presentations for you to take away.

CONTACT US



We'd love to talk
all things recruitment.

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